

From: aaron@urbanplaceconsulting.com  
 Subject: NoHo 2017 new pay steps  
 Date: December 22, 2016 at 11:43 AM  
 To: Hector.Romero@securitasinc.com



Hi Hector,

Beginning January 1, 2017 NoHo will begin a new pay scale (see below).  
 See the attached for pay rates per position and corresponding bill rates.

We're eliminating the 90 day increase step so those 2 people currently at that rate (Garcia and Mora) will move back to the new starting rate of \$12/hour. It's a bump in pay despite the step going backwards.

I also added a step 4 to both the LT and Captain positions.

Any questions let me know.

|                    | Jan 2017-June 2017 Bill Rates | July 2017-December 2017 Bill Rates |
|--------------------|-------------------------------|------------------------------------|
| <b>Bike Patrol</b> |                               |                                    |
| Start              | \$12.00                       | \$13.00                            |
| 90 Days            |                               | lose step                          |
| 1 Year             | \$12.50                       | \$13.50                            |
| 2 Year             | \$13.00                       | \$14.00                            |
| 3 Years            | \$13.50                       | \$14.50                            |
| <b>SLO</b>         |                               |                                    |
| Start              | \$12.50                       | \$13.50                            |
| 90 Days            |                               | lose step                          |
| 1 Year             | \$13.00                       | \$14.00                            |
| 2 Year             | \$13.50                       | 14.5                               |
| 3 Years            | \$14.00                       | \$15.00                            |
| <b>Lieutenant</b>  |                               |                                    |
| LT (3 years)       | \$15.25                       | \$15.25                            |
| LT (4 years)       | \$15.75                       | \$15.75                            |
| <b>Captain</b>     |                               |                                    |
| Captain (3 years)  | \$17.50                       | \$17.50                            |
| Captain (4 years)  | \$18.00                       | \$18.00                            |